



JULIE LASSA

STATE SENATOR

Senate Bill 75 Testimony
Senate Committee on Economic Development
February 7, 2008
411 South
State Capitol

Thank you committee members for allowing me the opportunity to speak with you today about Senate Bill 75, which requires an employer to reasonably accommodate an employee who is pregnant or who is breastfeeding her child.

There have been many studies conducted that reveal the benefits of breastfeeding a child: From benefits to the baby, such as the antibodies in breast milk that can protect the baby from illnesses, benefits to the mother, such as reduced rates of breast cancer and ovarian cancer, and also benefits to employers, such as the fact that breastfed babies are healthier babies and thus, mothers who are employed outside the home are likely to miss fewer days of work.

Most of us have heard about these studies and recognize the advantages of breastfeeding. Something we do not hear about as often, however, is the amount of chemicals that can be found in breast milk. In studies of women's milk, scientists have found DDT, PCB's, dioxin, trichloroethylene, perchlorate, mercury, lead, benzene, and arsenic, which are usually consumed or absorbed by the mother from common sources like paint thinners, dry-cleaning fluids, wood preservatives, toilet deodorizers, cosmetic additives, gasoline byproducts, termite poisons, fungicides and flame retardants.

Fortunately, substances like these are transferred to the baby in very small doses, so their effects usually do not outweigh the benefits of breastfeeding. Working mothers who are exposed to harmful substances in larger doses, however, may be concerned about the effects on their child.

In order to reduce the risks of harming a child, this bill allows an employee who is pregnant or who is breastfeeding her child to request that her employer reasonably accommodate her condition, if the employee believes that the duties or environment of her employment pose a substantial hazard to the present or future health of the employee or of her child or unborn child.

While protecting nursing mothers and their children, we must also protect our business owners. The bill requires an employer that receives a request to reasonably accommodate the employee's condition to do so, unless the employer can demonstrate that the accommodation would pose an undue hardship on the business.



Wisconsin Manufacturers & Commerce

Memo

TO: Members of the Senate Committee on Economic Development

FROM: James Buchen, Vice President, Government Relations

DATE: February 13, 2008

RE: Opposition to SB 75 – Workplace Accommodations for Pregnancy and Breastfeeding

Background

Current Wisconsin and federal laws prohibits certain bases of employment discrimination including discrimination based on an employee's sex or handicap. Under current law, discrimination based on sex includes discriminating against any woman on the basis of pregnancy, childbirth, or related medical conditions and discrimination based on handicap includes refusing to reasonably accommodate an employee's handicap unless the employer can demonstrate that the accommodation would pose a hardship on the employer's program, enterprise, or business.

Currently, the Department of Workforce Development (DWD) may order an employer that has discriminated against an employee to take such action as will effectuate the purpose of the fair employment law, including the payment of back pay, reinstatement of the employee, or the payment of compensation in lieu of reinstatement.

2007-2008 Session Legislation

Senate Bill 75 permits an employee who is pregnant or who is breastfeeding her child to request her employer to reasonably accommodate her condition, if the employee believes that the duties or environment of her employment pose a substantial hazard to the present or future health of the employee or of her child or unborn child. The bill requires an employer that receives such a request to reasonably accommodate the employee's condition unless the employer can demonstrate that the accommodation would pose an undue hardship on the employer's program, enterprise, or business.

Under the bill, an employer may not discharge or otherwise discriminate against an employee who requests a reasonable accommodation under the bill, opposes a practice prohibited under the bill, files a complaint or attempts to enforce any right granted under the bill, or testifies or assists in any action or proceeding to enforce any right under the bill.

Finally, under the bill, an employee whose request for a reasonable accommodation under the bill is denied (unless the employer can demonstrate that the accommodation would pose an undue hardship) or who is discharged or discriminated against in violation of the bill may file a complaint with DWD and DWD must process the complaint in the same manner as employment discrimination complaints are processed under current law, which processing may include the ordering of back pay, reinstatement, or compensation in lieu of reinstatement.

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WMC POSITION – OPPOSE

Occupational/Public Health

Terms contained in this legislation are vague and generally undefined. Determinations of “substantial hazard” would generally call for technical determinations based on scientific data and information. These types of issues are currently the domain of the Occupational Health and Safety Administration (OSHA). Wisconsin is currently what is known as a “Federal OSHA” state. In other words all private sector workplace health and safety regulation is under the authority of the Federal OSHA. The determination and administration of what constitutes a substantial hazard, under this law, as well as the enforcement of it, would essentially require the development of a redundant state “OSHA” process to review of disputes under this legislation.

Further, the “substantial hazard” safety standard in the bill is triggered by the employee’s own personal “belief” that such a hazard exists. The bill does not call for any scientific basis that a hazard exists, and appears to open the door to “junk science”, or perhaps even pure conjecture on the part of the complainant. It is unclear what standard, if any, Department of Workforce staff, and others, responsible for deciding these cases would be required to follow. With the proliferation of false or inaccurate information disseminated on the internet, and other places, this is not a workable basis for enforcing any workplace safety law or regulation.

It is important to note, also, in the context of “substantial hazard” current federal law prohibits employer from reassigning workers *en masse* on the basis of gender where the employer has workplace safety concerns over chemical exposures. Specifically, in the *Johnson Controls* case the United States Supreme Court found that the employer was in violation of U.S. Title VII gender discrimination laws when it reassigned female workers of child bearing age to other jobs in order to avoid having those exposed to lead in the workplace. The employer made the reassignments based on a concern for the reproductive health of the women, as well as potential damage by exposure of pregnant workers’ fetuses to lead.

Worker Accommodation

Another vague term used in this legislation is “reasonable accommodation” – a term that is currently found in Wisconsin’s disabilities law, a term which has created a great deal of controversy in recent years. Under current Wisconsin Supreme Court interpretations of Wisconsin’s disability discrimination law, it is unclear what employers’ rights and responsibilities are with regard to developing reasonable accommodations for workers with disabilities. It is unclear whether this legislation envisions a similar accommodations approach to that which is currently in place under Wisconsin’s disability law. But, if that is the case that this regulation would be interpreted similarly to the disabilities accommodation provision, then it will make implementation of this law extremely difficult for Wisconsin employers.

Overlapping Employment Laws

This legislative References Bureau’s analysis references several of the existing Wisconsin workplace laws that currently apply in this area. This proposed regulation would not supersede any of these existing laws, but it is not clear how

regulators would reconcile the existing rights and remedies under those laws with the additional remedies proposed in this bill. In addition, this legislation overlaps with similar federal laws, the remedies of which are more difficult to reconcile with state law.

Conclusion

Clearly, this bill attempts to address a complex area of Federal and State employment law. The rights and remedies of employers and employees should be more clearly delineated under existing law, and this legislation will further complicate areas of uncertainty. For these reasons, Wisconsin Manufactures and Commerce opposes Senate Bill 75.

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Special Report

The Best States For Business

Kurt Badenhausen, 07.11.07, 6:00 AM ET

You use its products every day—when you take a cross-country flight on a Boeing jet, when you sip your morning Starbucks coffee, when you order the latest Harry Potter book from Amazon.com and when you use the Microsoft operating system on your PC. Washington state is home to these companies and more, befitting the state's tagline, "Innovation is in our nature."

In Forbes.com's second annual Top States for Business, Virginia may be the top-ranked state for the second straight year, but Washington is the big story. The biggest mover (tied with Tennessee), rising from 12th to fifth place, Washington is also the only state to finish in the top five in three main categories (labor, regulatory environment and growth). And Washington's numbers are up across the board when you look both backward and at projections into the future.

In Pictures: The Best States For Business

Table: The Best States For Business

"We're blessed by birth. We have an innovative spirit in the state," says Washington's Gov. Christine Gregoire, who adds: "We've made improvements to get out of the way and let innovation and creativity take over."

Not that Virginia did badly—it just didn't dominate the rankings the way it did last year. The state finished in the top 10 in four of the six main categories we examined. But in 2006, it finished in the top 10 of all of them. Virginia's top attributes include an incentive environment that is the fourth-best in the country, according to Pollina Corporate Real Estate, a commercial real estate consulting firm, as well as an unemployment rate that's the third lowest in the nation.

Moving up to the second spot this year was Utah, from fourth place in 2006. Utah benefited from low business costs (9% below the national average) and a strong current economic environment. The state's five-year job growth rate jumped to 1.8%, from 1.3% last year, while incomes growth improved to 3.2%, from 2.2%.

Our second runner-up was North Carolina, whose capital, Raleigh, is our best metro area for business and careers. North Carolina has the second-lowest labor costs in the country (18% below the national average), and incomes are projected to increase 3.8% annually over the next five years, the second-fastest rate in the country.

We have been ranking the Best Metro Areas For Business and Careers for nine years, and this ranking of states looks at many of the same factors, including business and living costs, job and income growth and educational attainment. But we go a step further with this ranking in several ways.

First, we look at projections of job, income and gross state product growth. We also examine venture capital money going into an area as well as new businesses that have cropped up in the past three years. Another addition is the role that government plays on the business climate in terms of environmental and labor laws, as well as taxes and incentives. These factors play out on the state level instead of on the local level. Overall, we

examine 32 criteria to assemble the list.

One of Washington's big strengths is reduced red tape. The Office of Regulatory Assistance helps individuals and businesses sort through the many layers of government regulation all in one place. If a number of state agencies need to be contacted for a new business to obtain permits, it can be handled from one source.

That's part of why Washington has had more businesses open per capita the past three years than any other state in the U.S. Another reason: A culture of innovation. "Innovation is the common thread throughout every industry in Washington," says Juli Wilkerson, who heads up Washington's economic development office. Venture capital spending in the state is the fifth-highest in the country, totaling \$2.6 billion the past three years.

This climate of creativity dates back to the early 1900s, when John Nordstrom opened his first shoe store, William Boeing built his first airplane and Friedrich Weyerhaeuser built the world's largest saw mill of its time. Today, Nordstrom, Boeing and Weyerhaeuser have combined sales of \$90 billion.

Another attractive part of Washington's economy is its low energy costs—28% below the national average last year, according to economic research firm Moody's Economy.com. The state's energy costs are the sixth-lowest in the country. Power costs for fellow Pacific-coaster California are twice as high.

No wonder Washington is booming. "Businesses that we are competing for now typically tell us that they have eliminated California from their thinking because of the time that it takes to get what they need to construct or expand and the cost of doing business," says Gregoire.

Washington is also prime territory for companies looking to do business in both Asia and Europe. The Seattle-Tacoma port is the fourth largest in the United States, behind Long Beach, Calif., Los Angeles and New York.

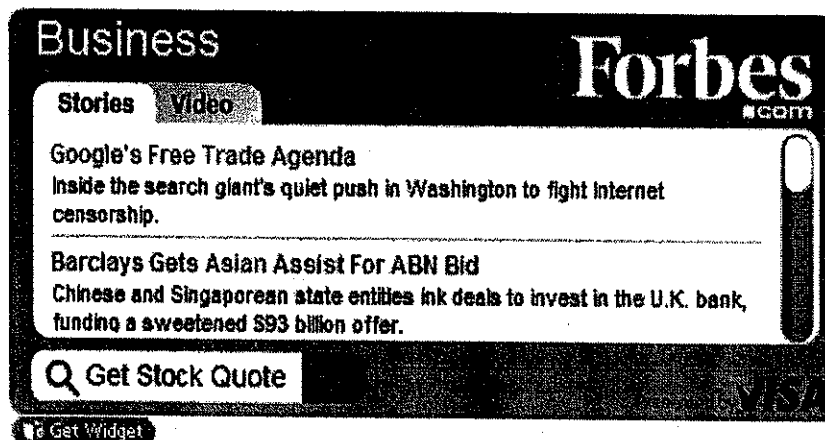
As the birthplace of some of the world's most powerful companies, Washington is also home to many of the world's richest individuals—including Microsoft's Bill Gates and Paul Allen, Amazon.com's Jeffrey Bezos, cable magnate Craig McCaw and Starbucks founder Howard Schultz. This is helping spur more economic activity in the region. "We want to be a center for global health," says Gregoire.

Helping to fuel the idea of a Washington as a global health center is the Bill & Melinda Gates Foundation, based in Seattle. The foundation, which strives to enhance health care around the world, has an endowment of \$33 billion. Seattle is also home to the Fred Hutchinson Cancer Research Center, one of the leading cancer research institutes in the world.

With a highly educated work force and a pro-business regulatory environment, Washington is poised to remain one of the best states to do business in—and to climb even higher on next year's list.

In Pictures: The Best States For Business

Table: The Best States For Business



A screenshot of a Forbes.com Business widget. The header includes the word "Business" and the "Forbes.com" logo. Below the header, there are two tabs: "Stories" and "Video". The "Stories" tab is active, showing two article snippets. The first snippet is titled "Google's Free Trade Agenda" with a sub-headline "Inside the search giant's quiet push in Washington to fight Internet censorship." The second snippet is titled "Barclays Gets Asian Assist For ABN Bid" with a sub-headline "Chinese and Singaporean state entities ink deals to invest in the U.K. bank, funding a sweetened \$93 billion offer." At the bottom of the widget, there is a "Get Stock Quote" button with a magnifying glass icon and a "Get Widget" button with a plus icon.

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Forbes: Special Report

The Best States For Business

OVERALL RANK	2006 RANK	STATE	BUSINESS COSTS RANK ¹	LABOR RANK ²	REGULATORY ENVIRONMENT RANK ³	ECONOMIC CLIMATE RANK ⁴	GROWTH PROSPECTS RANK ⁵	QUALITY OF LIFE RANK ⁶	POPULATION	GROSS STATE PRODUCT (\$BIL)	FIVE-YEAR CHANGE (%)	GOVERNOR
1	1	Virginia	17	5	1	11	8	6	7,644,230	335	4.4	Tim Kaine
2	4	Utah	12	11	17	9	16	12	2,514,200	81	3.5	Jon Huntsman
3	3	North Carolina	6	22	2	27	5	30	8,783,550	336	3.7	Michael Easley
4	2	Texas	21	26	7	10	2	28	23,261,060	888	3.9	Rick Perry
5	12	Washington	33	4	5	16	4	32	6,369,300	256	3.0	Christine Gregoire
6	6	Idaho	11	10	30	3	23	27	1,462,790	45	4.6	C.L. Otter
7	9	Florida	31	15	12	1	3	35	18,138,140	616	4.9	Charlie Crist
8	5	Colorado	35	2	15	33	1	23	4,736,630	206	3.4	Bill Ritter
9	13	North Dakota	5	37	16	11	42	14	636,480	22	3.5	John Hoeven
10	14	Minnesota	32	13	19	23	26	1	5,171,890	224	3.8	Tim Pawlenty
11	8	Delaware	7	14	32	39	14	15	854,950	52	3.5	Ruth Ann Minner
12	11	Maryland	41	3	24	8	15	21	5,642,140	228	4.0	Martin O'Malley
13	20	Tennessee	3	39	13	15	21	37	6,011,440	215	4.1	Phil Bredesen
14	18	New Hampshire	39	1	42	14	13	5	1,320,830	54	4.1	John Lynch
15	10	Georgia	23	25	4	34	17	29	9,228,230	345	3.3	Sonny Perdue
16	22	Missouri	14	20	8	44	37	17	5,831,010	199	2.3	Matt Blunt
17	7	Nebraska	15	36	11	30	38	13	1,767,360	66	3.3	David Heinemeier
18	15	Arizona	30	6	37	6	11	40	6,118,130	212	5.5	Janet Napolitano
19	16	New Jersey	46	9	33	25	7	3	8,770,910	425	3.7	Jon Corzine
20	21	Kansas	29	18	8	49	22	18	2,750,080	99	3.2	Kathleen Sebelius
21	24	Arkansas	9	40	22	17	9	45	2,805,840	80	3.8	Mike Beebe
22	26	Nevada	19	24	31	6	10	48	2,483,120	106	7.0	Jim Gibbons
23	27	South Carolina	20	28	6	36	17	43	4,296,160	133	3.0	Mark Sanford
24	25	Iowa	8	43	26	22	44	11	2,978,920	111	4.2	Chet Culver
25	17	South Dakota	1	31	45	17	35	24	778,410	29	4.2	Mike Rounds
26	29	New Mexico	10	34	43	5	6	50	1,952,650	62	4.1	Bill Richards
27	32	Indiana	4	46	18	40	39	20	6,298,140	226	3.4	Mitchell Daniels
28	31	Oregon	26	7	34	32	19	38	3,684,490	134	3.8	Ted Kulongoski
29	23	Wyoming	2	35	48	4	36	39	512,830	23	4.2	Dave Freudenthal
30	19	Oklahoma	18	47	14	20	30	36	3,564,570	104	2.8	Brad Henry
31	28	Connecticut	44	8	40	37	24	4	3,528,260	189	3.2	M. Jodi Rell
32	30	Vermont	45	12	35	26	40	10	624,680	22	3.8	Jim Douglas
33	35	New York	48	33	20	21	26	19	19,261,520	947	3.9	Eliot Spitzer
34	36	California	50	17	39	17	12	26	36,460,740	1,606	4.5	Arnold Schwarzenegger
35	40	Alabama	27	45	23	23	20	41	4,599,260	140	3.9	Robert Riley
36	37	Massachusetts	49	19	29	47	29	2	6,403,120	322	2.9	Deval Patrick
37	42	Hawaii	47	16	38	2	40	33	1,279,100	49	4.1	Linda Lingle
38	34	Ohio	36	42	8	45	49	9	11,489,710	416	2.6	Ted Strickland
39	41	Pennsylvania	38	31	27	35	46	7	12,466,570	458	2.9	Edward Rendell

OVERALL RANK	2006 RANK	STATE	BUSINESS COSTS RANK ¹	LABOR RANK ²	REGULATORY ENVIRONMENT RANK ³	ECONOMIC CLIMATE RANK ⁴	GROWTH PROSPECTS RANK ⁵	QUALITY OF LIFE RANK ⁶	POPULATION	GROSS STATE PRODUCT (\$BIL)	FIVE-YEAR CHANGE (%)	GOVERNOR
41	33	Kentucky	16	41	28	48	25	34	4,201,730	133	3.2	Ernie Fletcher
42	38	Montana	24	21	47	13	48	42	942,050	27	4.3	Brian Schweitzer
43	48	Mississippi	13	48	25	40	34	47	2,935,350	71	2.2	Haley Barbour
44	39	Wisconsin	34	38	44	38	33	8	5,563,380	209	3.3	Jim Doyle
45	43	Rhode Island	42	23	49	28	28	25	1,079,590	40	3.1	Don Carcieri
46	45	Michigan	40	44	3	50	47	31	10,139,150	365	2.1	Jennifer Granholm
47	47	Alaska	28	29	36	42	32	44	669,140	32	3.8	Sarah Palin
48	46	Maine	43	27	46	30	42	16	1,327,750	42	3.1	John Baldacci
49	50	Louisiana	22	50	41	43	45	49	4,467,120	126	-0.9	Kathleen Blanco
50	49	West Virginia	25	49	50	29	50	46	1,820,740	46	1.6	Joe Manchin III

1 Index based on cost of labor, energy and taxes.

2 Measures educational attainment, net migration and projected population growth.

3 Measures regulatory and tort climate, incentives, transportation and bond ratings.

4 Reflects job, income and gross state product growth as well as unemployment and presence of big companies.

5 Reflects projected job, income and gross state product growth as well as business openings/closings and venture capital investments.

6 Index of schools, health, crime, cost of living and poverty rates.

Sources: Moody's Economy.com; Pollina Corporate Real Estate; Pacific Research Institute; Tax Foundation; CFED; Sperling's

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Issue Date: December 2007, Posted On: 1/22/2008

CEOs Weigh In On Best, Worst States To Do Business

Texas, Nevada, North Carolina Top List as Best States California, New York, Michigan Are the Worst



While much of the nation's focus is jumping from state to state during the presidential primary race, CEOs did their own "state-jumping," ranking the best and worst states to do business. In an annual polling by Chief Executive magazine, CEOs ranked the states with no income tax as the top two states for business—Texas and Nevada—and those highly-regulated states as the worst two—California and New York. These same states have been ranked as the best and worst two states to do business in for the past three years.

Both the top third and worst third spots experienced a change this year. North Carolina, replacing Florida, returned to the third place after coming in fourth last year. Michigan, home of the struggling auto industry, took the worst third state spot, replacing Massachusetts.

Chief Executive's fourth annual "Best & Worst States" survey was conducted right after the New Year, and asked 605 top executives to evaluate their states on a broad range of issues, including proximity to resources, regulation, tax policies, education, quality of living and infrastructure. Providing additional insight to the evaluations, CEOs were also asked to grade each state based on the following criteria: 1) Taxation & Regulation, 2) Workforce Quality, and 3) Living Environment.

"Overall, the message CEOs are sending is that over-taxed and over-regulated states are not conducive to the health of their businesses," said Ed Kopko, CEO and publisher, Chief Executive Group. "This is the message they've been communicating since our poll started in 2005. However, in states like California and New York, where we are increasingly facing a shrinking population, the message seems to have fallen on deaf ears, as CEOs continue to be extremely frustrated with the business-unfriendly practices in these states."

HIGHLIGHTS OF THE SURVEY

Texas: Texas scored strong in each of the three categories: It received an "A-" in the Taxation & Regulation category and a "B+" in the other two categories.

Comments

Voicing the positive sentiment of many respondents, Charles Hannabarger, President

and CEO of PSI Associates, said, "Texas has a strong economy with a diversified economic base. The cost of living is low and the quality of life is very good. The attitude and capabilities of the workforce are outstanding!"

Nevada, North Carolina: Nevada and North Carolina also performed similarly strong: Nevada got an "A" for Taxation & Regulation, but received a "B-" in Workforce Quality and "B" for Living Environment.

North Carolina got "B+" for Taxation & Regulation and Workforce Quality and "A-" for Living Environment.

Comments

Though very supportive of low taxes, CEOs criticized the status of the education system in low tax states and called for improved public school system and better infrastructure.

Florida: In an interesting twist, Florida, the third best state in last year's polling, plummeted this year to the tenth best state on concerns over its education system and workforce quality. Florida, which widely seen as an important stronghold in presidential hopeful Rudy Giuliani's campaign for the White House, received a "B-" for Workforce Quality and "B+" in the other two categories.

Comments

General consensus among Florida CEOs was that the government should cut income and property taxes. Additionally, CEOs called on the state government to put in place programs that encourage more professionals to move into the state and better educate the local talent.

California: California was ranked as the worst of all states to do business. It received a "D" in Taxation & Regulation, and a "B-" in both the Workforce Quality and Living Environment categories.

Comments

Voicing the sentiments of the majority of CEOs in California, John Keffala, President of Forbes Business Plan Advisors, said, "California continues to be a tough state to do business in." The main concerns cited by California-based CEOs were high taxes, over regulation, illegal immigration and cost of living.

New York: Notorious for onerous legislation and high taxes, New York scored similarly to California in Taxation & Regulation category, receiving a "D," while getting a "B-" for the Workforce Quality and "C-" for its Living Environment.

New York has additional significance this year, as main competitors for the presidency from each party, Rudy Giuliani for the Republicans and Hillary Clinton for the Democrats, are from the Empire State.

Comments

Similar to California, the majority of CEOs in New York called for lower taxes, less regulation and less government spending as well as more business-friendly policies.

Additionally, CEOs were very vocal about their discontent with New York Governor Eliot Spitzer, indicating that he had done nothing to improve conditions for businesses in NY since he took office. Some CEOs went as far to say that the "Governor is a liability" and "has a hostile image toward business."

Massachusetts: The home state of former Governor Mitt Romney, Republican presidential hopeful, was ranked as the fourth worst state for business. Like New York, Massachusetts got a "D" and a "B-" for Taxation & Regulation and Workforce Quality, respectively. It performed relatively stronger than New York in the Living Environment category, receiving a "C+."

Comments

Massachusetts-based CEOs, voicing similar sentiments as their counterparts in the other two worst states, called for lower income taxes, bringing the state's stance on social and civil policies closer to the center, as well as more programs for small businesses.

For additional information regarding the confidence of public- and private-company CEOs, visit our full report at <http://www.chiefexecutive.net/ceoindex>.

ABOUT CHIEF EXECUTIVE MAGAZINE

Chief Executive is a controlled circulation magazine that has been published since 1977. It reaches 42,000 chief executive officers and their peers, reaches a total readership of 228,000. Chief Executive Group facilitates "Chief Executive of the Year," a prestigious honor bestowed upon an outstanding corporate leader, nominated and selected by a group of his or her peers. Robert Ulrich, A. G. Lafley, George David, Fred Smith, Bill Gates, John Chambers, Michael Dell and Sandy Weill are just some of the leaders who have been honored during the award's 22-year history. Chief Executive also organizes roundtable meetings and conferences to foster opportunities for top corporate officers to discuss key subjects and share their experiences within a community of peers. Visit www.chiefexecutive.net for more information.

Best and Worst States for Business: January 2008

Best States	Rank 2008	Rank 2007	Rank 2006
Texas	1st	1st	1st
Nevada	2nd	2nd	2nd
North Carolina	3rd	4th	3rd
Virginia	4th	9th	7th
Arizona	5th	5th	5th
Florida	10th	3rd	4th

Worst States	Rank 2008	Rank 2007	Rank 2006
California	51st	51st	51st
New York	50th	50th	50th
Michigan	49th	47th	48th
Massachusetts	48th	49th	49th
New Jersey	47th	46th	46th

Biggest Gainers	Positions Gained
Oregon	14
Alabama	11
Ohio	8
Vermont	8

Biggest Losers	Positions Lost
New Mexico	13

Wisconsin	11
Connecticut	10

State	CEO Rank	Growth Rank
Texas	1	15
Nevada	2	2
North Carolina	3	12
Virginia	4	10
Arizona	5	3
Tennessee	6	27
Georgia	7	25
Indiana	8	46
South Carolina	9	36
Florida	10	6
Delaware	11	13
Alabama	12	17
Colorado	13	16
New Hampshire	14	32
Utah	15	5
Idaho	16	1
Iowa	17	20
South Dakota	18	30
North Dakota	19	26
Missouri	20	44
Oklahoma	21	18
Minnesota	22	31
Montana	23	11
Kansas	24	29
Wyoming	25	40
Kentucky	26	37
Oregon	27	4
Nebraska	28	33
New Mexico	29	7
Washington	30	14
Alaska	31	39
Maryland	32	22
Rhode Island	33	43

Ohio	34	50
Maine	35	34
Vermont	36	28
Arkansas	37	23
Hawaii	38	8
Pennsylvania	39	48
District Of Columbia	40	19
West Virginia	41	47
Connecticut	42	24
Illinois	43	45
Wisconsin	44	42
Mississippi	45	49
Louisiana	46	38
New Jersey	47	41
Massachusetts	48	35
Michigan	49	51
New York	50	21
California	51	9

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